

173-64071

DD/S 73-0824

ADMINISTRATIVE - INTERNAL USE ONLY

5 MAR 1973

MEMORANDUM FOR: Deputy Director of Central Intelligence

SUBJECT : The President's Executive Interchange Program

1. Attached for your signature is a proposed letter (Attachment A) to the Executive Director of the President's Commission on Personnel Interchange accepting the Commission's invitation (Attachment B) for CIA to participate in the 1973-74 Executive Interchange Program.

2. The Commission's invitation comes three years after the Executive Interchange Program was established, and sufficient experience has been gained, I believe, to demonstrate its potential value to us. As the Commission's brochure (Attachment C) explains, the program was designed to provide highly talented executives with an opportunity to gain experience by crossing sector lines to work temporarily in government or business during the important middle years of their careers. The program envisions that each year a small number of young government officials will be nominated by their Agency Heads to serve in executive positions with participating business firms, and a similar group of business executives will serve temporarily with Federal Agencies. Thus far, 140 executives have received such assignments in the three years the program has functioned.

3. Candidates for the Interchange Program are expected to be in the 28-38 age range and must have demonstrated potential for advancement to the senior management level of their organization. Government nominees usually are GS-14 or 15. Candidates are nominated prior to 1 May, selected by 15 June, and begin assignments in August or September. During his assignment, the individual's

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moving expenses are paid by his parent organization, but his salary by his host. In practice, the salary is approximately the same the individual would have received from his parent organization, subject of course to the \$36,000 salary limit for assignments to Federal Agencies.

4. The Director of Training and Director of Personnel have made a careful examination of the Interchange Program and have expressed the view that it would provide a valuable addition to the external training opportunities now available in our Executive Development Program. It likewise offers the prospect for Agency components to obtain the services of a business executive with a particular skill of special interest to the components. However, it is unlikely that time will allow such an assignment to be made this year since it takes about 3 months to complete a security clearance for a business nominee.

5. Accordingly, it is recommended that you:

a. Approve the attached letter accepting the invitation for CIA to participate in the 1973-74 Executive Interchange Program.

b. Authorize the Director of Training to negotiate directly with Operating Officials to identify as quickly as possible a suitable CIA nominee, and perhaps one alternate. (If the Agency continues to participate in the program beyond 1973-74, nominations should be made thereafter through the Training Selection Board.)

/s/ Robert S. Wattles

John W. Coffey
Deputy Director
for Support

Atts

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BT. A

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Executive Registry

73-6401A

8 MAR 1973

Mr. Jay I. Leasne, Executive Director
President's Commission on Personnel Interchange
1900 E. Street, N. W.
Washington, D. C. 20415

Dear Mr. Leasne:

Thank you for your invitation for the Central Intelligence Agency to participate in the 1973-74 Executive Interchange Program. We are pleased to accept and, in consultation with Mr. Neil Stein of your staff, have begun action to select a nominee.

I understand that there is probably too little time remaining for a business executive to be nominated to CIA for the 1973-74 program, but should this change we will be glad to consider such a candidate.

Sincerely,

1/19/73
Vernon A. Walters

Vernon A. Walters
Lieutenant General, USA
Deputy Director

ORIGINATOR:

STATINTL

[Redacted]

5 MAR 1973

Date

✓ Hugh T. Cunningham
Director of Training

CONCUR:

/s/ Harry B. Fisher

5 MAR 1973

Date

Harry B. Fisher
Director of Personnel

/s/ Robert S. Wattles

5 MAR 1973

Date

✓ John W. Coffey
Deputy Director
for Support

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Att. B

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PRESIDENT'S COMMISSION ON PERSONNEL INTERCHANGE

1900 E STREET NW.

WASHINGTON, D.C. 20415

CODE 202/632-6834

Executive Registry

73-6462

DTP-3245

January 31, 1973

The Honorable James R. Schlesinger
 Director
 Central Intelligence Agency
 Washington, D. C. 20505

Dear Mr. Schlesinger:

This letter is an invitation to the Central Intelligence Agency to participate in the 1973-74 Executive Interchange Program sponsored by the President's Commission on Personnel Interchange.

The President's Executive Interchange Program is entering its fourth year of operation. Federal agencies participate in the program two ways: (1) by granting year-long leaves-of-absence to Federal executives so they may accept assignments in the private sector; and (2) by hosting private sector executives for one-year assignments in managerial positions.

The first three years of the program have demonstrated this exchange is of considerable benefit to the Federal government; agencies have reported impressive results. Thus far, 140 middle-management executives of high potential have been selected as Presidential Executives.

Improving Federal management by producing more effective Federal executives is a major goal of the Nixon Administration. Accordingly, the President's Commission on Personnel Interchange is particularly interested in increasing participation by Federal executives in the program. The Commission solicits your active support in sponsoring executives from your agency, as well as hosting executives from the private sector.

Sincerely,

A handwritten signature in cursive ink that appears to read 'Jay I. Leane'.

Jay I. Leane
 Executive Director

Enclosure

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